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ABSTRACT

This speech focuses on the future of women in leadership and decisionmaking positions in education. Since 1970 there has been a legislative explosion as Congress has recognized the necessity to end sex discrimination on the campus. Title IX prohibits discrimination on the basis of sex in all federally-assisted education programs. The second great breakthrough favoring the goal of sex equality is the opening of the doors of higher education to women. One of the greatest challenges is to convince women themselves that they can go beyond the role stereotype that was formed in them virtually since birth. Certainly the employment of increased numbers of women faculty members and administrators at high levels would have a considerable impact on lessening discriminatory practices. Such a policy would give men and women students role-models of successful and respected academic women. The tasks of teaching, reorientation, and facilitation are the primary tasks of women and will remain so until the goals of liberation have become interwoven into the fabric of social consciousness. (Author/PG)

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FACULTY

PREPARED FOR PRESENTATION BEFORE
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A SHIFT IN THE BALANCE

BY

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DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE

I'M DELIGHTED TO BE HERE WITH YOU TODAY. AS YOU KNOW, ALL OF MY WORKING LIFE HAS BEEN IN THE FIELD OF EDUCATION, AND THIS OCCASION GIVES ME THE UNIQUE OPPORTUNITY TO SHARE SOME OF MY CONCERNS ON THE FUTURE OF WOMEN IN LEADERSHIP AND DECISION-MAKING POSITIONS IN EDUCATION.

IT WAS ALMOST 200 YEARS AGO THAT ABIGAIL ADAMS WROTE TO HER HUSBAND JOHN AT THE CONSTITUTIONAL CONVENTION:

> DEAR JOHN:
> BY THE WAY, IN THE NEW CODE OF LAW I DESIRE YOU WOULD REMEMBER THE LADIES AND BE MORE GENEROUS AND FAVORABLE TO THEM, THAN WERE YOUR ANCESTORS. REMEMBER, ALL MEN WOULD BE TYRANTS IF THEY COULD.
> YOUR LOVING WIFE, ABIGAIL

TO BE DELIVERED AT THE CONFERENCE ON ADVANCEMENT OF WOMEN FACULTY AT KANSAS STATE UNIVERSITY, MANHATTAN, KANSAS, FEBRUARY 15, 1975.

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HE ANSWERED: DEPEND ON IT MY DEAR WIFE. WE MEN KNOW BETTER THAN TO REPEAL OUR MASCULINE SYSTEM.

WHEN YOU THINK OF IT, AMERICA WAS ALREADY 144 YEARS OLD BEFORE WOMEN RECEIVED THE RIGHT TO VOTE. FIFTY YEARS AGO OUR INSTITUTIONS WERE TOTALLY MALE DOMINATED. AND WHAT IS THE SITUATION TODAY -- 50 YEARS LATER? OUT OF A FEMALE POPULATION OF ABOUT 107 MILLION, THERE ARE NOT TODAY 100 WOMEN IN POSTS OF COMMAND OR IN HIGH SUPERVISORY OR POLICY-MAKING POSITIONS. ONLY THREE WOMEN HAVE BEEN ELECTED TO THE SENATE AND 78 WOMEN HAVE BEEN CHOSEN AS REPRESENTATIVES TO THE HOUSE. THERE HAVE BEEN ONLY THREE WOMEN GOVERNORS, TWO WOMEN CABINET MEMBERS, AND 14 WOMEN MINISTERS AND AMBASSADORS.

TODAY, THERE ARE NO WOMEN IN THE CABINET, NO WOMEN IN THE

SENATE, ONE WOMAN GOVERNOR, AND ONLY 18 WOMEN REPRESENTATIVES. THE PICTURE IS THE SAME IN FINANCE, BUSINESS, AND THE MEDIA.

ALMOST ALL OF THE MASS CIRCULATION WOMEN'S MAGAZINES WERE ONCE EDITED BY WOMEN. TODAY MOST ARE EDITED BY MEN.

YESTERDAY, MOST OF THE PRESIDENTS OF WOMEN'S UNIVERSITIES WERE WOMEN. TODAY, MANY HAVE BEEN REPLACED BY MEN. ONE STATISTIC ALONE SUFFICES TO REVEAL THE SITUATION IN THE WORLD OF EDUCATION. IN 1972, WOMEN COMPRISED 57.6 PERCENT OF THE PROFESSIONAL EDUCATORS IN NEW YORK CITY PUBLIC SCHOOLS BUT ONLY 1.7 PERCENT OF THE HIGH SCHOOL PRINCIPALS WERE WOMEN. THE UNIVERSITY COUNCIL FOR EDUCATIONAL ADMINISTRATION DETERMINED IN 1972 THAT ONLY 2 PERCENT OF ALL PROFESSORS OF EDUCATIONAL ADMINISTRATION WERE WOMEN--AND ALTHOUGH WOMEN MAKE UP ABOUT 40 PERCENT OF THE WORK FORCE,

ONLY ABOUT 10 PERCENT OF THEM ARE MANAGERS AT MOST. PERHAPS NOTHING EPITOMIZES THE NEED FOR SENSITIVITY AND CONSCIOUSNESS-RAISING AMONG EDUCATORS MORE -- THAN AT A RECENT CONVENTION OF SCHOOL ADMINISTRATORS IN WHICH THERE WERE TWO PANEL DISCUSSIONS RELATING TO WOMEN:

ONE - FROM ADAM'S RIB TO WOMEN'S LIB - YOU'VE COME A LONG WAY BABY

TWO - THE SUPERINTENDENT'S WIFE - SOME DO'S AND DON'TS AND MAYBE'S

IT'S TRUE THAT A RESOLUTION WAS PASSED TO IDENTIFY WOMEN WHO ARE POTENTIAL LEADERS, BUT NEVERTHELESS THESE TITLES SAY A LOT ABOUT ATTITUDES.

THE TRUTH OF IT IS WE HAVE CONTINUED TO MAINTAIN RELATIVELY UNDISTURBED ALL THE ANCIENT EDICTS ABOUT THE SUPERIORITY OF MALES AND THE INFERIORITY OF FEMALES. IN SHORT -- WHAT WE CALL TODAY THE WOMEN'S LIBERATION MOVEMENT IS ONLY THE MOST RECENT

ASPECT OF THE STRUGGLE THAT BEGAN WITH MARY WOLLSTONE CRAFT'S VINDICATION OF THE RIGHTS OF WOMEN IN 1795.

I RECEIVED JUST BEFORE I LEFT FOR KANSAS A REPORT FROM THE NATIONAL CENTER FOR EDUCATION STATISTICS WHICH WILL BE SENT TO THE PRESIDENT SHOWING THAT THE SALARIES OF WOMEN RELATIVE TO MEN HAVE NOT SIGNIFICANTLY IMPROVED EITHER IN PRIVATE OR PUBLIC INSTITUTIONS OF HIGHER EDUCATION. WOMEN'S SALARIES WERE 82.9 PERCENT OF MEN'S SALARIES IN 1972, AND THEY WERE 83.2 PERCENT IN 1974. WOMEN WERE ALSO DISADVANTAGED IN THE TENURE SITUATION WHERE 26.7 PERCENT OF THE WOMEN AND 57 PERCENT OF THE MEN HAD TENURE. IN ACADEMIC RANK, FOR EXAMPLE, IN 1972, THE TOTAL NUMBER OF FULL WOMEN PROFESSORS WAS 9.8 PERCENT AND IN 1974, 10.3 PERCENT; WOMEN ASSOCIATE PROFESSORS IN 1972 NUMBERED 16.3 PERCENT AND IN 1974, 27.1 PERCENT. THE

COMPLETE SURVEY WILL BE PUBLISHED AT A LATER DATE, AND I'D BE VERY HAPPY TO SEND IT TO YOU.

CONSIDERING THIS GLOOMY PICTURE, YOU MAY WELL ASK WHAT THERE IS TO LOOK FORWARD TO IN THE FUTURE. BUT THERE IS MUCH TO LOOK FORWARD TO. SINCE 1970 THERE HAS BEEN A LEGISLATIVE EXPLOSION -- AS CONGRESS HAS RECOGNIZED THE NECESSITY TO END SEX DISCRIMINATION ON THE CAMPUS. TITLE IX NOW PROHIBITS DISCRIMINATION ON THE BASIS OF SEX IN ALL FEDERALLY-ASSISTED EDUCATION PROGRAMS, AND AFTER OVER 10,000 RESPONSES, THE REGULATIONS ARE FINALLY BEING PREPARED FOR RELEASE.

I BELIEVE THE SECOND GREAT BREAKTHROUGH FAVORING THE GOAL OF SEX EQUALITY IS THE OPENING OF THE DOORS OF HIGHER EDUCATION TO WOMEN. TODAY, A GIRL CAN BE ADMITTED TO COLLEGE AND GET THE SAME EDUCATION AS A BOY, AND SHE IS FREE TO STUDY FOR ANY

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CAREER THAT SHE ASPIRES TO. AT LEAST SOCIETY NOW HAS ACCESS TO WOMEN'S BRAINS AND TALENTS INSTEAD OF ONLY MEN'S -- BUT IT IS STILL WOEFULLY UNDER-UTILIZED. AS I HAVE TRAVELED FROM STATE TO STATE, I SEE THE DEVELOPMENT OF NEW RESEARCH CENTERS AND RESOURCE CENTERS ON WOMEN'S STUDIES. I SEE WOMEN FACULTY AND STUDENTS COMING TOGETHER TO EXAMINE THEIR STATUS ON THE CAMPUS. I SEE AN INTERCHANGE AND COMMUNICATION BETWEEN DIVERSE PEOPLE, OLDER AND YOUNGER WOMEN, GOVERNMENT AND VOLUNTEER ORGANIZATIONS, INDUSTRY TAKING THE INITIATIVE IN NEW MANAGEMENT TRAINING COURSES FOR WOMEN, CARNEGIE ~~COMMISSION~~ AND FORD FOUNDATION ARE FUNDING RESEARCH PROJECTS ON CAREER ASPIRATIONS. THERE ARE NEW INNOVATIVE PROGRAMS IN RECRUITMENT AND TRAINING PROCEDURES. OUR OWN FUND FOR THE IMPROVEMENT OF POSTSECONDARY EDUCATION HAS

INITIATED A MOST CREATIVE APPROACH FOR CAREER COUNSELING FOR WOMEN, ESTABLISHMENT OF A WOMAN'S CENTER FOR CAREER AND LIFE PLANNING. A UNIQUE GRANT FOR RESEARCH ON REDUCING THE ATTRITION OF WOMEN STUDENTS IN THE SCIENCES -- TO MENTION JUST A FEW.

HOWEVER, THE EFFORT TO CHANGE EDUCATION AND EMPLOYMENT PATTERNS FOR WOMEN ARE PART OF A LARGER SOCIAL CONCERN. WHAT WE NEED TO KNOW IS INFORMATION ABOUT WOMEN WHO HAVE ASPIRED BUT FAILED, THE CONDITIONS UNDER WHICH MORE WOMEN ARE LIKELY TO ASPIRE, THE SPECIFIC JOB DESCRIPTIONS WHICH DETRACT FROM ITS DESIRABILITY FOR WOMEN AND WHAT ARE THE PROFESSIONAL ASPIRATIONS OF WOMEN ENTERING THE UNIVERSITIES. IN FACT, CAREER ASPIRATION HAS BEEN IDENTIFIED AS THE CRUCIAL ISSUE IN WOMEN'S EDUCATION.

ONE OF THE GREATEST CHALLENGES IS TO CONVINCE WOMEN THEMSELVES THAT THEY CAN GO BEYOND THE ROLE STEREOTYPE THAT WAS

FORMED IN THEM VIRTUALLY SINCE BIRTH. LITTLE BOYS ARE GIVEN TOYS THAT CHALLENGE THE MIND AND TEACH MANUAL DEXTERITY. THEIR SISTERS ARE GIVEN DOLLS AND TEACUPS AND DREAMS OF MOTHERHOOD.

IT HAS BEEN SAID THAT GIRLS BECOME LESS INTELLIGENT AS THEY GROW OLDER, THAT THOUSANDS OF FEMALES WHO ARE POSITIVELY BRILLIANT IN GRADE SCHOOL BECOME MERELY BRIGHT IN HIGH SCHOOL, SIMPLY VERY GOOD IN COLLEGE, AND FINALLY, ALMOST MEDIOCRE IN GRADUATE SCHOOL. BUT I DOUBT THAT ANY OF US HERE ACCEPT THAT.

I BELIEVE AS A RESULT OF THE WOMEN'S MOVEMENT, MORE AND MORE YOUNG WOMEN ARE RETHINKING THEIR GOALS AND ASPIRATIONS AND ARE PLANNING LIVES THAT INCLUDE ACTIVE CAREERS.

I BELIEVE WOMEN NOT ONLY HAVE THE CAPACITY TO ACCEPT LEADERSHIP BUT NEED TO QUESTION THEMSELVES ON WHAT DO WOMEN NEED TO LEARN FROM MEN AND WHAT DO MEN NEED TO LEARN FROM WOMEN. WOMEN

IN THE WORKING WORLD MUST ACCEPT THE RESPONSIBILITY OF BEING ASSERTIVE AND TO ACCEPT THE REALITY OF THE DEMANDS OF THE JOB.

AS WOMEN WE MUST REALIZE THREE FUNDAMENTALS:

1. A WOMAN MUST BE COMPETENT IN WHATEVER SHE DECIDES TO DO BECAUSE OPPORTUNITY MEANS NOTHING IF WE'RE NOT PREPARED TO TAKE ADVANTAGE OF IT.

2. WOMEN AS WELL AS MEN MUST BE AWARE OF THEIR PREJUDICES AGAINST WOMEN IN RESPONSIBLE POSITIONS. WE ABSOLUTELY CANNOT AFFORD TO MAINTAIN ARTIFICIAL BARRIERS OR RACE--SEX--OR CREED--ARTIFICIAL BARRIERS THAT PREVENT FULL USE OF ALL HUMAN RESOURCES.

3. WOMEN MUST BECOME CONVINCED WITHIN THEMSELVES THAT THEY CAN DO WHAT THEY MOST WANT TO DO--AND THEY MUST EXPECT TO BE LOOKED UPON AS PERSONS AND BE WILLING

TO ACCEPT THE SAME RESPONSIBILITIES WITHIN A JOB THAT MEN ARE EXPECTED TO ACCEPT.

THIS MEANS LIVING WITH THE SAME PROFESSIONAL STRAINS AND STRESSES THAT MEN LIVE WITH--THERE IS A DIFFERENCE--WE HAVE TO BE BETTER, BECAUSE MOST OF US DON'T HAVE "A WIFE" AT HOME.

IF WE PLAY OUR ROLE AS LIBERATED WOMEN TO THE FULLEST--THE FUTURE IS GOING TO HOLD A MORE HONEST AND HAPPIER RELATIONSHIP BETWEEN WOMEN AND MEN--AND BETWEEN MEN AND WOMEN IN THEIR COUNTRY.

THE SEESAW -- OR THE ESCALATOR -- IS AN EXCELLENT IMAGE IN THAT AS THE NEW GAINS AND SETBACKS TAKE EFFECT, THE SEXES WILL ONLY HAMPER PROGRESS IF THEY SEE THEMSELVES AT OPPOSITE ENDS OF A SEESAW, ONE FALLING AS THE OTHER RISES. IT IS RECOGNIZING OUR MUTUAL STAKES IN ABANDONING STEREOTYPES THAT WE CAN TURN THE

SEESAW INTO AN ESCALATOR FOR LIFTING EVERYBODY AS IT GOES ALONG. IT WAS STATED ELOQUENTLY BY DR. MATINA HORNER, PRESIDENT OF RADCLIFFE COLLEGE, WHO WENT TO THE HEART OF WHAT IS NECESSARY, NO MATTER WHAT THE UPS AND DOWNS OF GOVERNMENTAL DECREE -- WHEN SHE SAID:

> "THERE IS AN INCREASING AWARENESS THAT THE GENUINE EXPERIENCES OF EQUALITY BETWEEN MEN AND WOMEN DEPEND NOT ONLY ON THE OPPORTUNITIES AND BARRIERS SOCIETY HAS TO OFFER -- BUT ALSO AND PERHAPS MORE IMPORTANTLY -- ON THE REACTION AND BELIEFS THAT THOSE MEN AND WOMEN INVOLVED HAVE ABOUT THEMSELVES AND EACH OTHER. SINCE PEOPLE DIFFER FROM EACH OTHER AS INDIVIDUALS -- MORE THAN MEN AND WOMEN DO AS GROUPS -- THOSE WHO

CHOOSE TO PURSUE TRADITIONAL CAREERS OR FAMILY PATTERNS SHOULD BE ENCOURAGED TO DO SO WITH PRIDE -- WITHOUT GUILT, DISCOMFORT, OR APOLOGY -- JUST AS THOSE WHO SEEK NONTRADITIONAL FULFILLMENT AND LIFE PATTERNS MUST ALSO ENJOY AND EXERCISE THEIR OPTIONS FREELY -- WITHOUT FEAR OF RETRIBUTION AND LOSS OF SELF-ESTEEM."

BUT EVEN IF ALL JOB DISCRIMINATION WERE TO END TOMORROW -- NOTHING VERY DRASTIC WOULD CHANGE. FOR JOB DISCRIMINATION IS ONLY PART OF THE PROBLEM. IT DOES IMPEDE WOMEN WHO CHOOSE TO GO HIGHER UP IN INDUSTRY, ACADEMIA OR GOVERNMENT -- BUT IT DOES NOT BY ITSELF -- HELP US TO UNDERSTAND WHO SO MANY WOMEN CHOOSE TO BE AIDES INSTEAD OF PHYSICIANS -- ASSISTANTS INSTEAD OF EXECUTIVES -- INSTRUCTORS INSTEAD OF DEANS.

DISCRIMINATION FRUSTRATES CHOICES ALREADY MADE -- AND SOMETHING MORE PERNICIOUS PERVERTS THE MOTIVATION TO CHOOSE. THAT SOMETHING IS AN UNCONSCIOUS IDEALOGY ABOUT THE NATURE OF THE FEMALE. AN IDEALOGY WHICH CONSTRICTS THE EMERGING SELF-IMAGE OF A FEMALE CHILD AND THE NATURE OF HER ASPIRATIONS FROM THE VERY FIRST.

SO LONG AS THOSE RESPONSIBLE FOR THE EDUCATION OF CHILDREN BELIEVE SEXUAL STEREOTYPES TO BE INNATE RATHER THAN CULTURALLY INDUCED, SO LONG WILL THE CONDITIONING CONTINUE.

WE NOW KNOW THAT CHILDREN'S ASPIRATIONS ARE DEVELOPED AT A VERY EARLY AGE -- THROUGH THE VISUAL STIMULI OF MASS COMMUNICATION. THROUGH THEIR INTERACTION WITH ROLE MODELS, AND THROUGH DIRECT AND INDIRECT VERBAL MESSAGES CHILDREN LEARN WHO IS SMART, WHO IS POWERFUL, WHO CAN BE CREATIVE, WHO CAN BE INDEPENDENT, WHO WILL BE SUCCESSFUL, AND WHO WILL FAIL.

IN SCHOOL THE EXPECTATION OF "FEMININE" BEHAVIOR IS STEADILY REINFORCED BY ADULT ATTITUDES, CURRICULUM MATERIALS, AND VARIOUS KINDS OF SEPARATE ACTIVITIES FOR BOYS AND GIRLS. BUT, LEST YOU THINK THAT STEREOTYPING IS LIMITED TO MEN, LET ME ASSURE YOU THIS IS NOT THE CASE. A STUDY WAS MADE RECENTLY SHOWING THAT WOMEN ARE EQUALLY GUILTY OF SELF-DEFEATING PREJUDICE.

AN EQUAL NUMBER OF PROFESSIONAL MONOGRAPHS BY MALE AND FEMALE AUTHORS WERE SELECTED. THE ARTICLES COVERED A VARIETY

OF SUBJECTS, AND ALL WERE ADJUDGED IN ADVANCE TO BE OF EQUAL MERIT. BUT IN ORDER TO TEST THE REACTION OF COLLEGE WOMEN WHO TOOK PART IN THE STUDY, CHANGES WERE MADE IN THE AUTHORS' NAMES. HALF OF THE ARTICLES WRITTEN BY A MAN WERE LABELED WITH THE NAME OF A WOMAN. HALF OF THOSE WRITTEN WERE LABELED WITH A MAN'S NAME. ALL OF THE ARTICLES PURPORTEDLY WRITTEN BY MEN RECEIVED A HIGHER RATING THAN THOSE LABELED AS HAVING A WOMAN AUTHOR. THE RESULTS CONFIRMED THAT THESE COLLEGE WOMEN ATTRIBUTE A HIGHER LEVEL OF COMPETENCE TO THE PROFESSIONAL WORK OF MEN THAN TO THAT OF THEIR FEMALE COUNTERPARTS.

LAST FRIDAY AT A MEETING WITH PUBLISHERS OF COLLEGE BOOKS, A SIMILAR STORY WAS TOLD OF A YOUNG WOMAN WHO CHOSE TO PUBLISH HER BOOK UNDER HER INITIALS RATHER THAN HER FIRST NAME. SHE FELT IT WOULD BE MORE SALEABLE. MAYBE SO -- BUT

THIS IS A GREAT AREA OF WEAKNESS. IF WE CAN'T COMPREHEND THE FACT THAT WE'RE ALL IN THIS TOGETHER -- THEN IT CAN NEVER WORK. WE ARE ALL PART OF A MOVEMENT INTERESTED IN OBTAINING EQUALITY AND EQUITY FOR ALL - HUMAN BEINGS AND THAT IS WHAT IS IMPORTANT. AND THAT IS WHY I BELIEVE THAT IT IS UP TO YOU -- BECAUSE IT IS THE COLLEGES AND UNIVERSITIES WHICH ARE THE KEY TO ANY EFFORT ON THE PART OF WOMEN TO AWAKEN MORE PEOPLE TO THE WHOLE MATTER OF DISCRIMINATION AND UNDERSTAND WHY SOCIETY PERPETUATES IT.

I AGREE WITH JOHN STUART MILL WHEN HE SAID "THE KNOWLEDGE MEN CAN ACQUIRE OF WOMEN EVEN AS THEY HAVE BEEN-AND ARE WITHOUT REFERENCE TO WHAT THEY MIGHT BE IS WRETCHEDLY IMPERFECT AND SUPERFICIAL AND WILL ALWAYS BE SO UNTIL WOMEN THEMSELVES HAVE TOLD US ALL THEY HAVE TO TELL." BUT TO CONSULT ONLY WOMEN

WHEN WRITING ABOUT WOMEN WOULD BE, I BELIEVE, TO INVITE SOME OF THE SAME DISABILITIES THAT WOULD AFFLICT A DOMINANTLY MALE APPROACH TO THE SUBJECT.

IT WAS OF GREAT INTEREST TO READ ABOUT THE MICHAEL KORDA BOOK, MALE CHAUVINISM AND HOW IT WORKS. HE IS A SUCCESSFUL BUSINESS EXECUTIVE WHO REPLAYS THE GAMES ONE BY ONE THAT MEN PLAY TO KEEP WOMEN AT THE BOTTOM OF THE ORGANIZATIONAL LADDER. SOME OF YOU HERE TODAY, I'M SURE, ARE FAMILIAR HOW THE TABLE OF ORGANIZATION CAN BE CHANGED TO UNDERCUT A SUCCESSFUL WOMAN AND WHAT ATTITUDES, LANGUAGE, AND DEMANDS SOME MEN EMPLOY TO HOLD WOMEN DOWN. BUT WHAT IS ENCOURAGING IS THE REALIZATION THAT WHEN MEN REALIZE THAT THEY ARE SEEING OTHER PEOPLE AS STEREOTYPES--WHETHER FROM FEAR OR HABIT--THEY MAKE STEREOTYPES OF THEMSELVES.

CERTAINLY THE EMPLOYMENT OF INCREASED NUMBERS OF WOMEN FACULTY MEMBERS AND ADMINISTRATORS AT HIGH LEVELS WOULD HAVE A CONSIDERABLE IMPACT UPON LESSENING DISCRIMINATORY PRACTICES. SUCH A POLICY WOULD GIVE MEN AND WOMEN STUDENTS ROLE-MODELS OF SUCCESSFUL AND RESPECTED ACADEMIC WOMEN.

NO ONE WOMAN SPEAKS FOR WOMEN, BUT I MUST SAY IT IS A GREAT TIME TO BE A WOMAN AND TO BE PART OF ONE OF THE GREAT CHALLENGES OF OUR TIME. AS TEACHERS AND ADMINISTRATORS WE HAVE AN UNPARALLELED OPPORTUNITY TO AFFECT CHANGE. YOUR ROLES ON THE TRANSMISSION OF VALUES AND ON THE PREPARATION OF MEN AND WOMEN FOR CAREERS MAKE THIS OPPORTUNITY A RESPONSIBILITY.

LEGISLATION CAN SUPPORT EQUALITY BUT WITHOUT THE INVOLVEMENT OF MEN AND WOMEN TOGETHER TO GIVE THE LAW LIFE AND MOMENTUM, MEANING

AND ACTION, THEN NOTHING WE CAN DO IN WASHINGTON CAN MAKE A REAL DIFFERENCE.

THE TASK OF TEACHING, REORIENTATION AND FACILITATION ARE THE PRIMARY TASKS FOR WOMEN AND WILL REMAIN SO UNTIL THE GOALS WE SEEK HAVE BECOME INTERWOVEN INTO THE FABRIC OF SOCIAL CONSCIOUSNESS.

HOW DO WE BEGIN? FIRST, BY LISTENING OR OURSELVES, LISTENING OR OUR EXPERIENCES, BY LISTENING DEEPLY AND HUMBLY -- BUT WITH A SENSE OF TRUST AND CONFIDENCE THAT WE CAN UNDERSTAND WHAT OUR EXPERIENCE SHOWS WE REQUIRE, FOR THAT IS WHAT THE NEW IMAGE MUST INCORPORATE. THE OLD MODEL OF A "GOOD WOMAN"

HAS BECOME INSUFFICIENT FOR LIFE TODAY. THE OLD IMAGE HAS GROWN SO SMALL AND NARROW, AND IF WOMEN ARE NOT PREPARED TO BELIEVE AND TO UNDERSTAND THEIR OWN LIVES BETTER THAN DO MEN, THEY WILL NOT HAVE THE COURAGE AND STAMINA TO CHANGE THEM.

WHAT WE HAVE AT THIS MOMENT IS THE STATEMENT OF HISTORY THAT IT IS NECESSARY, THAT SOCIAL CHANGE DEMANDS IT. I BELIEVE IT IS IMPORTANT TO REALIZE HOW VITAL A NEW IMAGE OF WOMEN IS FOR HUMANITY AS A WHOLE. A NEW IMAGE OF WOMEN AS ACTIVE PARTICIPANTS AND LEADERS IN SOCIETY DOES NOT MEAN WOMEN WILL DESERT THE EMOTIONAL VALIDITY OF PERSONAL RELATIONS AS WE MOVE INTO THE WORLD OF ACTION. WE WILL BRING IT ALONG WITH US TO A PLACE WHERE IT IS BADLY NEEDED. WHAT WE NEED IS THE GIFT OF A NEW IMAGE -- ONE THAT SHOWS MEN AND WOMEN HONESTLY AND REALISTICALLY, INTER-RELATING AND ACTIVE IN ALL PHASES OF LIFE.

I AM REMINDED OF WHAT ELIZABETH CADY STANTON, AT AGE 72, SAID IN SPEAKING TO THE INTERNATIONAL COUNCIL OF WOMEN, IN THE YEAR 1888:

> "THE YOUNGER WOMEN ARE STARTING WITH GREAT ADVANTAGES OVER US. THEY HAVE THE RESULTS OF OUR EXPERIENCE; THEY HAVE SUPERIOR OPPORTUNITIES FOR EDUCATION; THEY WILL FIND A MORE ENLIGHTENED PUBLIC SENTIMENT FOR DISCUSSION; THEY WILL HAVE MORE COURAGE TO TAKE THE RIGHTS WHICH BELONG TO THEM... THUS FAR WOMEN HAVE BEEN THE MERE ECHOES OF MEN. OUR LAWS AND CONSTITUTIONS, OUR CREEDS AND CODES, AND THE CUSTOMS OF SOCIAL LIFE ARE ALL OF MASCULINE ORIGIN. THE TRUE WOMAN IS AS YET A DREAM OF THE FUTURE."

I KNOW AND YOU KNOW THAT THE DREAM IS POSSIBLE BECAUSE HERE WE ARE TODAY SHARING THESE THOUGHTS, CARING ABOUT EACH

OTHER AS MEN -- AS WOMEN----AND CARING HOW WE EFFECTIVELY UTILIZE TOGETHER THE GREATEST SOURCE OF ENERGY THAT OUR COUNTRY POSSESSES --- OURSELVES!

I'M PROUD THE FEDERAL GOVERNMENT HAS PROVIDED THE LEADERSHIP AND THE OPPORTUNITY FOR AMERICA'S WOMEN TO REACH THEIR HIGHEST POTENTIAL -- AND IT'S ONLY THE BEGINNING.

IN TWO YEARS OUR COUNTRY WILL BE CELEBRATING ITS 200TH BIRTHDAY. TODAY, JUST AS 200 YEARS AGO, WE ARE AT A CRUCIAL TURNING POINT IN OUR HISTORY. IT IS A TIME IN WHICH WE MUST REAFFIRM OUR FAITH AND COMMITMENT TO THE IDEAS AND VALUES UPON WHICH THE UNITED STATES OF AMERICA WAS FOUNDED -- NOT AS AN END IN ITSELF BUT AS A MEANS TO REKINDLE THE AMERICAN TRADITION OF INDIVIDUAL INITIATIVE, RESTORE PRIDE IN WHAT WE DO AND HOW WE DO IT. NEVER HAS THERE BEEN A MORE PROPITIOUS TIME FOR CHANGE

THAN THE PRESENT. ALL THE REST OF HISTORY HAS BEEN DIFFERENT IN THE SENSE THAT MAN AND WOMAN TOGETHER HAVE NEVER HAD THE POWER TO TAKE TOTAL DESTINY IN THEIR LAPS.

THE GRAND LEAPS OF THE CREATIVE INTELLIGENCE AND RESOLUTE DETERMINATION THAT PUSHED BACK THE AMERICAN FRONTIER CAN NOW BE PUT TO WORK ON THE MOST MAGNIFICANT PROJECT OF AL -- MEN AND WOMEN WORKING TOGETHER TO CREATE A WORLD CONGENIAL NOT JUST TO HUMAN PHYSICAL PRESENCE BUT ALSO TO THE HUMAN SPIRIT.